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ABSTRACT

As part of a program of graduate follow-up studies, Macomb Community College (MCC), in Michigan, regularly conducts surveys of graduates or certificate earners 1, 3, and 5 years after their departure from the college. For the 5-year follow-up of the class of 1989-90, surveys were sent to all 2,877 alumni requesting information on characteristics, current employment/educational status, salaries, and perceptions of MCC. Study findings, based on responses from 952 former students (33%), included the following: (1) 43% had attended MCC to prepare for a job, 35.5% for transfer credit, and 15% to improve skills, while more than 60% of respondents indicated that they had fully achieved their objectives; (2) 87.7% were employed, with 35% employed in clerical/sales or other white collar jobs, 30% in management or professional jobs, and 6.4% in blue collar jobs; (3) 62% indicated that their current positions were directly or closely related to their MCC studies; (4) 36.6% felt that their MCC education was very useful, 40.7% somewhat useful, 9.5% not too useful, and 3.9% not at all useful; (5) 37% were very satisfied with their jobs, 43.1% were satisfied, 7.8% were dissatisfied, and 1.9% were very dissatisfied; (6) for the 73% who provided salary data, the median hourly salary was $14.35, while the number reporting hourly salaries of less than $6.24 doubled from the previous year's graduate survey; (7) 48% indicated that they had transferred to a four-year college; and (8) 11% said their preparation for continuing education was excellent in all areas and less than 1% that it was inadequate in all areas. Includes comparisons to findings from studies conducted the previous 5 years. The survey instrument is appended. (KP)

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ED 386 239

MACOMB COLLEGE GRADUATES--FIVE YEARS LATER
A Follow-up Study of the Classes of 1989-90

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JC 950 430

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MACOMB COLLEGE GRADUATES--FIVE YEARS LATER
A Follow-Up Study of the Classes of 1989-90

Each year, the Department of Research & Evaluation (R&E) conducts a systematic follow-up of its graduates. Alumni (both certificate holders and associate degree recipients) are surveyed one year, three years and five years after graduation.

This report presents the results of the Grad 5 Survey for the classes of 1989-90. It was conducted during August and September, 1994.

METHODOLOGY

Surveys were sent to all 1989-90 graduates by first class mail during mid-August. Labels (by unduplicated head count) were obtained through the Enrollment Office. Surveys returned with "addressee unknown" were discarded; those returned by the post office with change of address information were remailed. All such notations will be submitted to the Registrar's Office. A second first-class mailing went out the first of September to those graduates who had not yet responded.

Letters from the project director accompanied each survey in both mailings. Responses were coded by Ms. Phyllis Troppens under the supervision of the project director. Coded surveys were then delivered to a contracted data entry firm for processing to magnetic tape.

Printouts were generated by Research Analyst Ann Gerds; they were perused by the project director and compared to data from previous surveys to compile the information in this report. The survey instrument is attached as Appendix A.

RESPONSE RATE

The classes of 1989-90 (Summer 1989, Fall 1989, and Spring 1990) had 2,877 graduates and/or certificate holders (unduplicated count). Responses from 952 graduates produced a response rate of 33%. Response rates have declined for the second year in a row, with an actual decline of 5.9% from the Grad 5 - Classes of '87-'88.

Data are presented in Table 1 below.

Table 1. CLASS SIZE AND RESPONSE RATE

Yr of Grad-->	85-86	86-87	87-88	88-89	89-90
N of students	2,727	2,769	2,511	2,745	2,877
N of responses	1,010	1,092	1,012	994	952
Response rate	37.0%	39.4%	40.3%	36.2%	33.1%

OBJECTIVE IN ATTENDING MCC

What appeared to be an upward trend for the objective of earning transfer credit has been halted, at least temporarily, by respondents to this Grad 5 where a decline of 1 percentage point occurred. Job-related objectives have increased for the group over last year's responses. Personal interest objectives also increased. Data are presented in Table 2.

Table 2. PRIMARY OBJECTIVE IN ATTENDING MACOMB COLLEGE

REASON	85-86	86-87	87-88	88-89	89-90
Improve skills	17.1%	13.6%	15.9%	13.8%	15.0%
Prepare for job	50.7	41.6	44.8	42.7	43.0
Transfer credit	15.0	28.7	32.2	36.5	35.5
Personal interest	4.3	3.7	5.2	4.3	5.5
Other/None above	1.6	1.3	0.9	1.5	0.4
No answer	1.4	11.3	1.0	1.2	0.6

More than 60% of respondents indicated their objective had been fully completed; slightly less than one-third reported partial completion; and 5% said they had not yet begun. Two percent did not respond to the question.

EMPLOYMENT

"Self-employed" was added as an employment category this year. Overall, employment appears to be up somewhat from last year's Grad 5 survey. Correspondingly, unemployment is down. The number reporting full-time student status is also down.

Data are presented in Table 3.

Table 3. PRESENT EMPLOYMENT STATUS OF 5-YEAR GRADUATES

STATUS	85-86	86-87	87-88	88-89	89-90
Active military	0.1%	0.5%	0.5%	0.5%	0.4%
Employed full-time	78.7	72.5	78.1	73.4	72.9
Employed part-time	7.8	9.3	8.4	10.4	10.7
Self-employed	--	--	--	--	3.7
% reporting emp	86.6	82.3	87.0	84.3	87.7
Unemp seeking work	3.2	4.2	4.8	4.4	3.5
Unemp not seeking	3.8	3.6	3.8	4.0	4.3
% reporting unemp	6.9	7.8	8.6	8.4	7.8
Full-time student	5.1	3.9	3.6	5.9	3.6
No answer	1.3	6.0	0.9	1.3	0.9

Thirty-five percent of respondents indicated that they are employed in clerical/sales or other white collar jobs. Thirty percent say they are in management or professional jobs. Another 10% report being service workers, and 6.4% list blue-collar jobs. Four percent are classified "other" jobs (not listed on our internal coding sheet) and less than one percent give their job title as homemaker. Nine percent did not list a job title.

About half the number who said in the preceding question that they were unemployed indicate unemployment here (3.4%). One possible explanation for the discrepancy is a full-time student who may be employed part-time and, therefore, indicates a job title. Others may have said they were retired or disabled.

Sixty-two percent of respondents said their current positions were directly or closely related to the courses they completed at MCC. Twenty-nine percent said their current positions were not related, and they gave the following reasons:

133 - Transferred to 4 year institution
59 - Could not find a job in my field
44 - Found better paying job in another field
39 - Preferred to work in another field
30 - MCC training didn't qualify me for job in field
6 - Other

Since multiple answers were allowed, the total exceeds 29% of respondents.

This year, to establish consistency in all graduate surveys, the rating scale for the question about usefulness of respondents' MCC education in their day-to-day work was changed from 5 points to 4 points. The scale had been changed on the Grad 1 survey

last year to remove "neutral" which tended to inflate mean scores. In addition, survey research practice suggests that a 4-point scale forces choices thus taking responses off a middle or neutral position. As noted in the footnote to Table 4 (and Table 5), this change caused an apparent decline in ratings of usefulness. Similar apparent declines were also noted in Grad 1 last year.

Table 4. USEFULNESS OF MCC EDUCATION

RATING	85-86	86-87	87-88	88-89	89-90[1]
Respondents	763	812	741	686	862
No answer	24.5%	25.6%	26.8%	31.0%	9.5%
Very useful (5)	38.7	38.7%	36.3%	33.8%	36.6%
Somewhat useful (4)	25.7	26.2	25.9	26.5	40.7
Neutral (3)	7.5	6.5	7.1	6.1	NA
Not too useful (2)	1.5	1.5	1.8	1.7	9.5
Not at all useful (1)	NA	NA	NA	NA	3.9
Mean (high=5)	**4.29**	**4.33**	**4.26**	**4.31**	**3.21[1]**

The job satisfaction scale was also changed here from a 5-point scale to 4-point. A far greater number of respondents answered this question compared to previous years. More than three-fourths of respondents report that they are satisfied or very satisfied with their jobs.

Table 5. JOB SATISFACTION

RATING	85-86	86-87	87-88	88-89	89-90[2]
# respondents	763	808	742	688	854
No answer	24.5%	26.0%	26.7%	30.8%	10.3%
Very satisfied (5)	25.9%	26.9%	25.3%	25.8%	37.0
Satisfied (4)	35.5	33.7	33.5	30.8	43.1
Neutral (3)	8.6	8.2	10.3	8.4	NA
Dissatisfied (2)	3.4	3.1	2.8	2.7	7.8
Extreme dissat (1)	2.1	2.0	1.5	1.6	1.9
MEAN RATING	**4.06**	**4.09**	**4.07**	**4.10**	**3.28[2]**

[1]The scale was changed in this survey to a 4 point scale: very useful, somewhat useful, not too useful, not at all useful.

[2]The scale was changed this year to a 4 point scale: very satisfied, satisfied, dissatisfied, very dissatisfied.

The number of respondents who answered the question about the career benefit of their MCC education also showed a tremendous increase from previous years, but the mean score for career benefit of MCC education declined slightly for the fourth year. With regard to career plans, one third of respondents reported an indirect benefit and 62% indicated their education at MCC was directly beneficial to their careers.

Table 6. CAREER BENEFIT OF MCC EDUCATION

Rating	85-86	86-87	87-88	88-89	89-90
# respondents	757	812	739	685	933
No answer	25.1%	25.6%	27.0%	31.1%	2.0%
Direct benefit (3)	56.7%	57.0%	55.1%	51.4%	61.8%
Indirect ben (2)	16.9	16.8	17.1	16.5	33.3
No benefit (1)	1.3	0.5	0.8	1.0	2.9
Mean (high=3.00)	**2.74**	**2.76**	**2.74**	**2.73**	**2.60**

SALARY

Some startling data concerning salaries emerged from this year's Grad 5 responses.

First, 73% of the respondents provided salary data. This figure is 11 points higher than last year, and higher than the portion reporting data in the last six years. Historically, on all alumni surveys, about 2/3 of respondents volunteer salary data.

Secondly, although the median monthly salary continues to remain between $2,000 - $2,499 (annual salaries of $24,000 - $30,000), more respondents are reporting lower salaries than previously. The number reporting an hourly salary below $6.24 per hour has doubled since the last Grad 5 survey, and the number reporting monthly salaries over $4,000 is half what was reported last year.

We suspect these differences are due to a change in data collection. Previously, respondents were asked to check salary ranges (as shown in Table 7). On this survey, respondents were asked to provide their exact salary which was then converted to the lowest common denominator--an hourly rate, resulting in more precise data. For comparison, because previous data were reported in ranges, the data were then adjusted to ranges, using a basis of 40 hours.

The median hourly salary is $14.35, and the mean hourly salary is

$14.83; the hourly salary reported most often is $10.00.

Table 7. MONTHLY SALARY RANGE OF 5TH YEAR GRADUATES

Monthly Salary	85-86	86-87	87-88	88-89	89-90
# respondents	695	737	678	621	694
% of responses	69%	67%	67%	62%	73%
< $1,000	2.1%	3.0%	2.5%	2.1%	4.1%
$1,000 - 1,499	9.6	7.6	9.7	7.4	9.5
$1,500 - 1,999	14.1	11.9	12.2	10.3	14.4
$2,000 - 2,499	14.0	13.4	12.3	12.0	15.9
$2,500 - 2,999	11.4	12.5	11.4	9.9	10.8
$3,000 - 3,499	7.1	9.6	8.4	7.7	9.1
$3,500 - 3,999	4.1	4.4	4.1	4.3	5.1
> $4,000	6.5	5.1	6.6	8.8	4.1

Those who report earning less than $1,000 a month ($6.24 or less per hour) appear to be concentrated in General Studies (n=13 or 34%) or Arts programs (n=7 or 18%). The remainder are in a broad spectrum of occupational programs.

However, those who report they are in the upper brackets ($22 or more per hour) are also concentrated in General Studies (n=24 or 34%). Arts & Sciences students are underrepresented in the upper-income group (n=3 or 4%). The remainder, again, represent a broad spectrum of occupational programs with the greatest number being in Technology programs (n=27 or 38% from 14 technical disciplines).

TRANSFERS TO FOUR-YEAR INSTITUTIONS

More than 450 respondents (48%) indicated that they had transferred to a four-year college or university, a decline of two percentage points from last year's Grad 5 respondents.

The primary transfer institutions are still Wayne State University, Walsh College, Oakland University, Central Michigan University, and Lawrence Technological University. This year, Detroit College of Business and Northwood Institute tied for eighth place among transfer students for the graduates of 89-90, with Eastern Michigan and Madonna University rounding out the top ten. Seven percent (65) of respondents (14% of those who reported transferring) also reported they are attending classes at the University Center.

In response to the question, "How well did the courses...at MCC prepare you for continuing your education?" the mean was 3.74 out of a possible 5 points (between excellent/good in some areas and good in all areas). Eleven percent stated that their preparation

was excellent in all areas; less than one percent indicated that their preparation was inadequate in all areas.

Five year transfer data are presented in Table 8 below.

Table 8. TRANSFERS TO FOUR-YEAR INSTITUTIONS

TRANSFER DESTINATION	85-86	86-87	87-88	88-89	89-90	TOT
Wayne State Univ	128	122	133	116	139	638
Walsh College	77	105	95	115	84	476
Oakland Univ	68	72	68	68	50	326
Central MI Univ	30	32	32	33	35	162
Lawrence Tech Univ	25	25	23	23	25	121
U of Detroit Mercy	20	21	28	23	19	111
Michigan State Univ	13	9	11	12	4	49
Northwood Institute	9	8	10	7	9	43
U-M Dearborn	5	10	12	7	10	44
Eastern MI Univ	5	4	14	12	8	43
Detroit Col Business	5	5	12	12	9	43
Western MI Univ	5	6	5	4	2	22
Ferris State Univ	3	6	3	2	4	18
Madonna Univ	4	6	4	2	7	23
U-M Ann Arbor	4	4	2	6	3	19
Sienna Heights	4	4	4	3	2	17
Ctr Creative Studies	2	6	-	2	3	13
U-M Flint	2	1	2	3	2	10
Saginaw Valley State	3	1	1	2	1	8
MI Tech Univ	-	1	1	3	6	11
Spring Arbor Coll	-	1	4	2	3	10
Grand Valley State	-	1	-	4	2	7
Davenport	-	-	-	5	1	6
Marygrove College	-	1	-	1	1	2
Northern MI Univ	-	-	-	1	2	3
General Motors Inst	1	1	-	-	1	3
Other colleges	28	34	43	36	25	167
Total rept transfers	**441**	**486**	**507**	**504**	**457**	**2395**
Total survey resp	**1010**	**1092**	**1012**	**994**	**952**	**5060**
% reporting transfer	**43.7%**	**44.5%**	**50.1%**	**50.7%**	**48.0%**	**47.3%**

Among those who transferred to a four-year college or university, 452 indicated their major at the transfer institution. More than half

(256) of those who transferred are in 10 programs, which are listed below in descending order. The remainder (196) listed 90 different majors.

Accounting	56
Bus Adm & Mgt	43
Bus/Mgt General	33
Banking & Finance	26
Elementary Education	20
Mechanical Engineering	19
Psychology	19
HRD	17
Mkt Mgt & Research	17
General Studies	10

HIGHEST DEGREE EARNED/PLANNED

More than two-thirds of MCC graduates have an Associate Degree as their highest degree five years after graduation from MCC. This data was previously not available. (See footnote to Table 9.) However, only 10% indicate that is the highest degree they plan to earn.

Within five years after leaving Macomb, one-fourth of respondents have completed a bachelor's degree, a slight decline from last year's survey. A greater percentage than last year aspire to a bachelor's degree, while 25% indicate they plan to earn a master's degree (also higher than last year). Longitudinal data are presented in tables 9 and 10 below.

Table 9. HIGHEST DEGREE HELD BY GRADUATES

Degree	85-86	86-87	87-88	88-89	89-90[3]
Certificate	--	--	--	--	5.5%
Associate	35.6%	33.6%	34.1%	34.2%	64.4
Bachelor	20.4	22.2	23.9	26.2	25.0
Master	0.7	0.7	1.5	1.2	1.9
Professional	--	0.1	0.3	0.3	--
Other	0.6	0.7	0.7	0.7	0.3
No answer	42.7	42.7	39.5	37.4	2.9[3]

[3]Changes were made to the survey instrument this year which we feel result in more accurate information: precisely, because of directions in previous instruments, all those who had not transferred were directed to skip several questions which would have provided information about respondents who held the Associate Degree as their highest but in fact created a huge number of no answers.

Table 10. HIGHEST DEGREE PLANNED BY GRADUATES

Degree	88-89	89-90
Certificate	NA	0.7%
Associate	1.0%	10.0
Bachelor	24.0	37.2
Master	21.0	25.6
Doctoral	2.9	4.2
Professional	1.6	2.5
Other	0.6	3.4

Graduates of certain programs were more likely to aspire to higher degrees than others, eg., 33% of General Studies graduates plan to obtain a bachelor's degree and/or a master's degree. Seven percent plan to obtain a doctorate. More Arts graduates plan to earn a master's degree (39%). Forty percent of General Business graduates, 45% of Nursing grads, 47% of Business Management graduates, and 65% of CIS graduates plan to earn a bachelor degree. Eight percent of nursing students plan to ear a master' degree and a doctorate.

Data concerning degree aspirations for those programs having at least 15 respondents are shown in Table 11.

Table 11. HIGHEST DEGREE PLANNED BY GRADUATES OF SELECTED MCC PROGRAMS (15 or more respondents)

MCC Prog	# Resp	Assoc	Bach	Master	Doct	Prof	Other
Gen Sts	249	20	82	81	17	10	9
Arts	97	5	23	38	8	7	2
Gen Bus	59	5	23	19	1	1	1
Bus Mgt	47	2	22	12	0	1	2
ACC	45	1	18	13	3	0	0
NUR	35	5	16	8	8	0	0
DAB	31	1	13	3	1	0	2
CIS	23	2	15	2	0	1	0
LAT	16	0	8	2	0	1	0

The next question attempted to determine anticipated dates for completing the advanced (beyond Associate) degree. Fourteen respondents indicated they would graduate in December 1994. Of the 378 remaining respondents who answered this question, 65 or 17% plan to complete their degree by some time in 1995; 22% (83) say they will complete in 1996; 70 (18%) indicated they would graduate in 1997; another 21% reported 1998 as the target date, while 23% indicated they planned to graduate in 1999 or later.

RATING THE MCC EXPERIENCE

Respondents were asked to rate their overall feeling about their experiences at Macomb Community College. Respondents reported a feeling nearly half-way between "satisfied" and "very satisfied" with a mean score of 3.42 out of a possible 4. Because question was not asked before on the Grad 5 survey, there is no comparative data.

VERBATIM COMMENTS

Respondents were offered the opportunity to provide any comments regarding how MCC could improve the program or services the College provides. A brief content analysis revealed the comments fell rather easily into about a dozen categories.

The largest group, 56 comments, lauded Macomb College for its programs, equipment, quality of education, cost, convenience, etc.. Several respondents cited changes in their lives as a result of their education at MCC. The remainder of comments was a combination of praise and criticism for several different areas.

A new category emerged this year--that of scheduling, which referred to times, days and frequency of classes, as well as location of classes. This is mentioned specifically because scheduling is one area being examined by the College Study Groups at the request of the President.

All items in the following list were divided between praise and criticism, except counseling. Likewise, most of the comments concerning equipment (computers, computer software, laboratory equipment--especially for the medical areas) are suggestions to improve, change, add to and/or update said equipment.

Course Content	32
Counseling	19
Equipment	24
Faculty	23
Transfer	12
New programs/courses/svcs	22
Co-op/internship/placement	16
Scheduling	22
Staff (other than faculty)	3
Specific programs	5

Ten respondents specifically mentioned the University Center, and a number of comments about transfer or new programs alluded to the UC and/or its partner institutions.

Macomb Community College

5-YEAR GRADUATE FOLLOW-UP SURVEY

Dept. of Research & Evaluation

Please check the appropriate box, or answer as required.

1. What was your primary objective in attending MCC? (Check only one box.)
   - ☐ 1 Improve existing job skills
   - ☐ 2 Prepare for a future job
   - ☐ 3 Earn university transfer credit
   - ☐ 4 Follow a personal interest
   - ☐ 5 None of the above

2. To what extent has this objective been completed?
   - ☐ 3 Fully completed
   - ☐ 2 Partially completed
   - ☐ 1 Not yet begun

3. What is your current employment status?
   - ☐ 1 On active military service . . . . . Go to Q. 4
   - ☐ 2 Self-employed . . . . . Go to Q. 5
   - ☐ 3 Employed full time . . . . . Go to Q. 4
   - ☐ 4 Employed part time . . . . . Go to Q. 4
   - ☐ 5 Unemployed, seeking work . . . . Go to Q. 10
   - ☐ 6 Unemployed, not seeking work . . . . . Go to Q. 10
   - ☐ 7 Full-time student at a 4-year college or university . . . . . Go to Q. 10

4. What is your current job title?

   _____

5. Is your position related to the courses you completed at MCC?
   - ☐ 1 Yes, directly or closely related . . . . . Go to Q. 7
   - ☐ 2 No . . . . . Go to Q. 6

6. If your occupation is/was not related to the courses you took at MCC, please check each reason below which applies.
   - ☐ 1 Transferred to a 4-year college or university
   - ☐ 2 MCC training didn't qualify me for a job in the field
   - ☐ 3 Preferred to work in another field
   - ☐ 4 Found better paying job in another field
   - ☐ 5 Could not find a job in my field
   - ☐ 6 Other_____
     Please describe

7. How useful in doing your day-to-day work is the training which you received at MCC?
   - ☐ 4 Very useful
   - ☐ 3 Somewhat useful
   - ☐ 2 Not too useful
   - ☐ 1 Not at all useful

8. How satisfied are/were you with your employment?
   - ☐ 4 Very satisfied
   - ☐ 3 Satisfied
   - ☐ 2 Dissatisfied
   - ☐ 1 Very dissatisfied

9. What is your current gross (before tax) salary **not including overtime**? (Please complete only one answer.)

1 Hourly	□□□.□□
2 Weekly	□□□□.□□
3 Every 2 weeks	□□□□.□□
4 Semi-monthly (e.g., 1st and 15th)	□□□□.□□
5 Monthly	□□□□□.□□
6 Yearly	□□□□□.□□

10. How do you rate the courses you took at MCC in terms of your career plans?
    - ☐ 3 Of direct benefit
    - ☐ 2 Of indirect benefit
    - ☐ 1 Of no benefit

11. Since you graduated from MCC, have you transferred to a 4-year college or university?
    - 1 Yes . . . . . Go to Q. 12
    - 2 No . . . . . Go to Q. 16

12. To which college or university did you transfer?

    _____

Please continue on the reverse side.

13. What is/was your undergraduate major at the college to which you transferred?

_____

14. Are you attending classes at the University Center at MCC?
- ☐ 1 Yes
- ☐ 2 No

15. How well did the courses which you completed at MCC prepare you for continuing your education?
- ☐ 5 Excellent in all areas
- ☐ 4 Good in all areas
- ☐ 3 Excellent/good in some areas only
- ☐ 2 Fair but all areas could have been better
- ☐ 1 Inadequate in all areas

16. In column A indicate the **highest degree you now hold** by circling the appropriate number, and in column B circle the appropriate number to indicate the **highest degree you plan to earn in the future**.

A	B	
1	1	Certificate
2	2	Associate (AA, AAS, etc.)
3	3	Bachelor (BA, BS, BSN, etc.)
4	5	Master (MA, MS, etc.)
5	5	Doctoral (PhD, EdD, etc.)
6	6	Professional (medicine, dentistry, law, divinity, etc.)
7	7	Other _____ Please identify

17. When do you anticipate completing your highest degree?

_____
Month Year

18. Which one of the following best describes your **overall feeling** about your experiences at MCC?
- ☐ 4 Very satisfied
- ☐ 3 Satisfied
- ☐ 2 Dissatisfied
- ☐ 1 Very dissatisfied

19. We would appreciate any comments regarding how the College could improve the courses you have completed or the services you have received.

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Thank you for completing this survey. Please return it as soon as possible in the enclosed business reply envelope.

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